

# Leadership Link

Web site: <http://www.lincoln.ne.gov/city/person/NMA-1index.htm>

July 2005

Volume 9, Issue 2



## CALENDAR OF EVENTS

### August

2 7:30-8:30  
Old Country Buffet  
Don Dumonceaux  
Keynote Speaker  
St. Elizabeth Regional  
Medical Center

Leadership Link  
Chapter #517  
P.O. Box 85224  
Lincoln, NE  
68501-5224

## Nebraskaland Council

During the years that I have been a member of Leadership Link, I am asked the same question every year, "What is the Nebraskaland Council and what does it have to do with Leadership Link?"

The Nebraskaland Council is made up of each NMA chapter in Nebraska and Iowa to network to for the purpose of helping each Chapter be the best that they can be (or is that the Army???)

Each Chapter is allowed three voting delegates, with the Chapter President being one of the three.

The delegates attend the Council meetings which are held quarterly and share information from their chapter with all. In turn they take news back to their chapter's regarding the Council activities. The majority of the meetings are held in Omaha so the Chapters located in Marshalltown, Iowa and Beatrice, Nebraska don't have to commute an extraordinary distance to attend. One of the key items shared by the Chapters are meeting speakers and workshops that have benefitted a chapter. Some of the speakers have been featured at the different chapters when there is an outstanding speaker or workshop.

In the past, one of major undertaking has been the promotion of the Certified Manager program, and this fall the council will again be promoting it. None of the chapters have enough members interested to promote this on their own, so the council works with the Chapters on the training.

The Council also conducts a mini Leadership Development Conference (LDC) to prepare all Chapter officers and committee chairs with the knowledge needed to complete their

duties. This years LDC was held on June 21, at Tabitha and had 38 participants. The keynote speaker was Charlotte Liggett, and spoke on "Management: Bag of Tricks."

## PRESIDENT'S MESSAGE

*By Julie Peter*

I am excited about the opportunity to serve as your President for the upcoming year. As we begin the 2005-2006 Leadership Link year, I would first like to thank everyone for all your help and advice during the past year.

Our Program Chair, Trish Owens, is in the process of putting together a diverse and interesting group of



speakers for our monthly meetings. Watch for the notices of when and where the meetings will take place. Join us for networking opportunities and educational growth

throughout the year.

I am a firm believer in that you get out of something in direct proportion to what you put into it. So, I would like to challenge each of you to think about why you joined Leadership Link and what we, as your Board of Directors, and you as a member, can do to accomplish those objectives.

Please feel free to talk, call, or e-mail me with your suggestions and ideas. I look forward to seeing and hearing from all of you through out the year.

## LEADERSHIP LINK EXECUTIVE BOARD

Meetings held the third Thursday  
of the Month

### President

Julie Peter  
441-7463

### President Elect

Donna Barrett  
441-6157

### Secretary

Colleen Andrews  
441-384

### Treasurer

Steve Owen  
441-5925

### Past President

EJ Schumaker  
441-8036

### Award Committee

Mary Johnson  
441-82-62

### Community Services

Martha Hakenkamp  
441-6154

### Member Relations

Vacant

### Program Committee

Trish Owen  
441-7488

### Professional Development

Pat Kant  
441-7880

### Public Relations

Colleen Floth  
441-8690

### Web Site

Doug Thorpe  
441-7531

### Nebraskaland Council

Colleen Floth  
441-8690  
EJ Schumaker  
441-8036  
Julie Peter  
441-6085

### National Director

Jan Lehmkuhl  
479-5714

### Associate Director

EJ Schumaker  
441-8036  
Elton Edmunds

## VOLUNTEERS NEEDED

Be involved in Leadership Link by becoming a member of one of the many committees. Meet new employees of the City and County and network with your peers.

Julie Peter is also looking for someone to chair the Membership Relations Committee. Serving on this committee is a great opportunity to meet your peers. This committee is responsible for greeting and collecting the money at all monthly meetings, presenting applications to the BOD, and other duties. If you are interested, please contact our President Julie Peter.

## NEBRASKALAND COUNCIL

Leadership Link delegates to the Council this year are: Colleen A. Floth, EJ Schumaker and Julie Peter. Our delegates serve a two-year term, except for the President who serves a one year, unless the incoming President Elect reappoints them to another term as delegate. The terms are staggered so Leadership does not have new delegates serving on the Council. Delegates may serve more than one two year term.

On June 21, 2005, the Nebraskaland Council elected officers for this year. They are:

President - Zita Lomax, Southeast  
Chapter in Beatrice

[zita.lomax@hhss.state.gov.ne](mailto:zita.lomax@hhss.state.gov.ne)

Vice President - Bill Hayford  
Midlands Chapter in Omaha

[bill.hayford@rev.state.gov](mailto:bill.hayford@rev.state.gov)

Secretary - Colleen A. Floth

Leadership Link

[cfloth@lincoln.ne.gov](mailto:cfloth@lincoln.ne.gov)

Treasurer - Bruce Hunzeker

State Government

Chapter (NSGC)

[bhunzeker@dcs.state.gov.ne](mailto:bhunzeker@dcs.state.gov.ne)

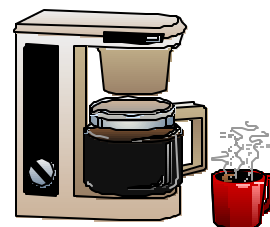
## August Monthly Meeting

August 2, 2005 at 7:30 a.m.

Old Country Buffet

21<sup>st</sup> & O Streets

## **BREAKFAST MEETING COFFEE'S HOT!**



Speaker

Dr. John Dumonceaux

### **"THE SLIGHT EDGE"**

Dr. Dumonceaux has worked at St. Elizabeth Regional Medical Center for the last 13 years. He has a B.S. in Biological Science, his Master's in Educational Administration, and his Ph.D. in Educational Administration. As a member of the National Speaker's Association, his list of clients include U.S. West Communications, Rural Electric Cooperative, numerous hospitals, schools and universities. He believe that there is a common perception that there is a big difference between people that are "average" and those who are successful. The truth being there is only a little difference between them. He will discuss this slight edge. His presentation will strengthen your success qualitties and attitudes to creating more motivation to achieve your goals.

## **Expanding Your Comfort Zone**

Studies have shown that the presence of employees with disabilities can help boost morale and encourage enhanced teamwork, collaboration and a strong work environment. Just ask Katherine McCary of SunTrust Bank in Atlanta. "After hiring the first employee with a disability in his department, a SunTrust manager discovered that employee morale and productivity had increased, and there was a noticeable decrease in turnover," she said.

Hiring employees with disabilities is an effective way to bring new perspectives into your workplace, but for some managers, it raises concerns about productivity and employee tolerance.

What you may not know is that hiring people with disabilities can actually boost productivity and morale. The US Department of Education and Monster Government Solutions are working together to give you a chance to get the facts on what hiring employees with disabilities might mean for your office.

Many employers are concerned that employees with disabilities can cost them when it comes to productivity, but the reality is that such employees are as productive -- or even more productive -- than employees without disabilities. Industry reports consistently rate workers with disabilities as average or above average in performance, quality and quantity of work, flexibility to demands, safety and attendance.

In fact, studies by firms such as DuPont reveal that employees with disabilities maintain the same absentee and sick rates as nondisabled workers. Research has also found that these workers have better retention and are more loyal to the companies that hire them. The result: Their loyalty helps reduce employers' turnover costs.

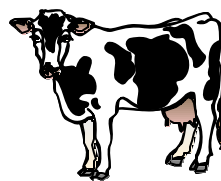
A diverse workplace is one that brings together a variety of perspectives to craft new solutions to old

challenges -- and people with disabilities are an important part of that diverse workplace of problem solvers. A recent Able Trust survey of employers confirmed that employees with disabilities are as or more productive than other employees on every performance measure. The Rutgers University *WorkTrends* publication surveyed employers and reported that the majority of employers who had made accommodations for employees with disabilities found that the cost of the accommodation was only \$500 or less. And most employees with disabilities didn't need special accommodations. People who have disabilities are called upon -- while learning to manage a disability in daily life -- to develop other strengths, skills and qualities such as problem solving, perseverance and planning that make them valuable additions to your workplace.

You don't have to build your workforce alone; help is just a phone call away. The Department of Education has a recruitment partner that assists approximately 200,000 individuals with disabilities to become employed each year.

## **LIFE'S LITTLE LESSONS**

*By Diane Mullins*



Like many families living in the Heartland, I was raised on a crop & livestock farm 10 miles outside the nearest rural community of 3,000 people. I've often wished I

could zap back in time to the 1950's, living with my grandparents, cousins, aunts & uncles. What a wonderful "little house on the prairie" experience I had growing up. When I turned nine, my parents relocated to metro-something, Fl., where I was bombarded with 3+ million people and buildings taller than the sun. Counselors called it a "culture shock."

Zapping to the present, I had to take a minivan trip to Omaha this past weekend with my 22-year-old son, who is going to be a famous actor someday. We were coming back from his acting/modeling classes when a stench slapped us in the face so hard I couldn't breath.

“Eeewwww, Mom! What is that????” he gasped.

“Hmmm, the smell of home ... aaahhh,” I reminisced. “I think that is cow poo-poo. Pigs smell even more intense.” As he held his breath through Gretna, my memory flashed back to the time my cousin, Jamie, and I decided to play in the baby pig pen. As first graders, we knew ALL about farm life! Although we had been warned to STAY OUT of the baby lot on several occasions, we just couldn’t resist. We were known to tip-toe through the pen, chase the piglets, laugh at their funny waddling walk, rounded tummies and grunting sounds. Then we’d leave.

However, on this one occasion, Jamie forgot to shut the gate behind her. Hey, SHE was the last one through. Within seconds, the entire lot ran out of the gate and sprawled into the nearby bean field. We panicked! Both of us would be roasted right along with the fried chicken at dinner if we didn’t act fast. (We had a chicken farm also),

So, like two chickens with their heads cut off, we scrambled like crazy, running frantically through the rows, working together to round up the piglets. She herded one way, and I the other. We flapped our hands, jumped up and down, hollered magic words, criss-crossed our landing patterns and behold, all the piggies ran back inside. Just in time too, the “pig warden” came outside to see what all the fuss was about. Fortunately, the warden missed the real action. We escaped serious flogging that day, but we never venture into the lot again.

By the time I past Lincoln city limits, I was amazed to reflect how two little kids managed to motivate a small herd of piglets back into the pen. After all, no one had taught us lessons on how to work together efficiently, get along without fighting, prioritizing tasks, follow through and be proud of our job. I then realized, how much of our management abilities are really innate, a result of common sense.

Managers try different methods to herd their tasks to the finish line. They dodge, dance and dare to counter their challenges to achieve a mission. They’re not afraid of impending obstacles or people stopping their success. And most importantly, they’re proud of getting it done before the warden inspects their work. Just think, (almost) everything I needed to learn about basic management, I learned in that little house on the prairie!

## **N. M. A. CODE OF ETHICS**

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability
- I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment, and processes.
- I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management professional through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.

## **M. A. STATEMENT OF PRINCIPLES**

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA’s core beliefs and provide the basis for the Association’s Mission Statement.

- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

